Success Mapping:

Early Stages

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Today's Discussion

Abstract

- Technical and academic knowledge and skills are not the only factors necessary for a satisfying and productive career. Your ability to navigate other paths that contribute to your success can make all the difference.
- In this session, we will look broadly at the **four key factors** that impact your **career and personal success**. We will also examine several key concepts and best practices in more detail.

OBJECTIVES

- Understand the four parallel avenues
- Thinking holistically about your career preparation
- Learn about who needs to know what to be able to assist you in your career path
- Learn a framework for self-evaluation
- Become familiar with the importance of Success Factors
- Understand the characteristics and impact of developmental networks.
- Gain knowledge about campus resources

Four Avenues Contributing to Success

Four paths to Map

- The Hoops and Rules
- Subject Expertise
- Research/Teaching
- Scholarship

- Self-Awareness
- Success Factors
- Networks & Mentoring
- Communication

- Values, Interests and Goals
- Balance by Design
- Relationships
- Stress and Resiliency

Organization
- Planning
- Documenting, Portfolio
- Communicating About Yourself

THE HOOPS AND RULES

Strive for High Efficiency and Effectiveness

What Are Your Most Important Spheres of Information?

- Best Practices
  - Early determination of formal requirements & <u>tacit understandings. The hidden rules.</u>
  - Thorough understanding of degree requirements for course work, exams and dissertation.
  - Create timelines (short, long & optimal)
  - Required work effort and time expectations

Subject & Technical Knowledge

Identify Early the Functional Accomplishments that Signal Mastery

- Understand what you need to know to be the best in your chosen field at each stage. Who needs to know what you have accomplished?
- Set Goals
- Take advantage of opportunities that enhance your education & **research** experience in multiple areas.
- Hone skills needed to publish and present early in your program to improve your efficiency and quality.
  - Take advantage of campus resources to do so. (HO)

Professional Development

Self Awareness

- Career and Personal Strengths
  - Understand
  - Develop
  - Communicate
- Career and Personal Development
  - Understand
  - Improve, Change, Figure out “work arounds”
  - Communicate

Professional Development

Success Factors

- Skill sets, knowledge and abilities required to work effectively in an organization.
- "engineering Ph.D.s who are working in academia and industry have numerous suggestions … to prepare them for diverse careers. Many of these suggestions do not relate to the traditional expectation of students to produce a dissertation and conduct quality research……emphasis is on professional skill development and engagement in activities outside of a classroom environment…" (Cox, et al. 2012)

Professional Development

- Based on Your Doctoral Training what professional skills have you learned that translate to many environments?

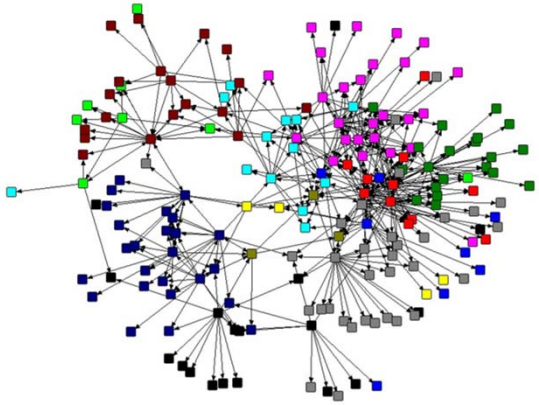
- Future Work Skills 2020, Apollo Research Institute
  - Sense-making
  - Social Intelligence
  - Novel and Adaptive Thinking
  - Cross-Cultural Competency
  - Computational Thinking
  - New Media Literacy
  - Transdisciplinarity
  - Design Mindset
  - Cognitive Load Management
  - Virtual Collaboration

PROFESSIONAL DEVELOPMENT

Developmental Networks and Mentoring

- Developmental Networks are a collection of people from different spheres of your life and different levels of your organization who take an ***active interest in and action*** toward advancing your career.

- Close and loose ties
- Diverse perspectives



(Dobrow, et al. 2012)

Developmental Networks

- Characteristics
  - Take an active interest in and act to advance your career.
  - Multiple developers (4-5)
  - Inclusion of a broad range of social spheres (inside and outside the organization, different hierarchical levels and from domains beyond work.)
  - Provide varying amounts and types of developmental support.

(Dobrow, et al. 2012)

Development Networks

- Application
  - Promotion and career advancement
  - Professional identity
  - Bridging to future trends
  - Managing work-life balance
  - Tacit information gathering
- Benefits
  - Increased job satisfaction and persistence
  - Access to formal information and tacit knowledge

- Could you build your dissertation committee in this way?

(Dobrow, et al. 2012)

RESOURCES

Practice Efficient and Effective Social and Scholarly Communication

- Oral
  - Formal Presentation
  - Social
  - Assertive/Persuasive
- Written
  - Scholarly
  - Grants
  - Personal
- Visual

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